

2 December 2025

**Kier Group plc**  
**Chief Financial Officer succession**

Kier Group plc (the "Group" or "Kier" or "Company") announces that Simon Kesterton, Chief Financial Officer ("CFO"), will be stepping down from the Board on 31 December 2025, after six years.

Tom Hinton, currently Interim Chief Executive of Wincanton, will be appointed to succeed Simon as CFO and a Director of Kier on 1 January 2026.

**Matthew Lester, Chairman of Kier, said:**

"On behalf of the Board, I would like to thank Simon for his outstanding leadership in supporting the delivery of Kier's strategic transformation over the past six years, as well as maintaining strong financial discipline across the business.

He leaves behind a great team that will continue to support the delivery of our strategy. We wish him the very best in his future endeavours."

**Simon Kesterton, CFO of Kier, said:**

"When I joined Kier, there was a lot to do, but I saw great businesses with great people and the opportunity to deliver something special. I'm incredibly proud of what we've achieved at Kier and for restoring trust and confidence in the Group. After six great years, and working with such a fantastic team, the time feels right to pass the baton and to move on to my next challenge."

**Stuart Togwell, Chief Executive of Kier, said:**

"I would like to thank Simon for his major contribution to Kier's success. Kier today is very different to the company he joined and he has played a pivotal role in strengthening our balance sheet and delivering our medium-term value creation plan. I wish him every success in the future.

We are delighted that Tom will be joining us as CFO in January. Tom has extensive financial and corporate experience and is extremely well-placed to support the ambitions we have set for Kier, and to continue to generate growth and deliver value for all our stakeholders."

**Tom Hinton said:**

"I am delighted to be appointed as Kier's next Chief Financial Officer. I see huge opportunities ahead for the Group and I am looking forward to working with the team and all of Kier's stakeholders to continue to build sustainable success and make a meaningful, lasting impact."

Tom Hinton is currently Interim Chief Executive and, previously, was Chief Financial Officer of Wincanton. Wincanton, now a part of GXO, is a leading UK logistics supply chain provider supporting the retail, building supply, energy infrastructure and defence sectors. Prior to joining Wincanton plc, Tom served as Group CFO at Infinis Energy plc, a leading generator of UK low carbon power; CVC-owned insurance company Domestic and General Ltd; and WE Soda Limited, an international mining and chemicals business.

The Company's Legal Entity Identifier ("LEI") is 2138002RKC20M4Y7O48.

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## **NOTES**

### **Listing Rule Disclosures**

Tom Hinton was formerly the Chief Financial Officer and director of Wincanton plc until its delisting from the London Stock Exchange on 30 April 2024. No other information is required to be disclosed pursuant to UK Listing Rule 6.4.8R.

### **Remuneration arrangements**

Details of Tom's remuneration will be set out in the Company's 2026 Annual Report and Accounts. His remuneration will be in line with the Company's approved Directors' Remuneration Policy.

Kier will continue to pay Simon up to the end of his employment on 31 December 2025 in accordance with his contract and the Company's Directors' Remuneration Policy, and he will then receive a payment in lieu of his 12-month contractual notice period. He will be eligible to receive a pro-rated annual bonus in respect of his period of employment to 31 December 2025, based on audited outcomes of performance metrics.

Reflecting his long service and contribution to the business: Simon's outstanding deferred bonus share awards will vest on cessation of employment; and his outstanding Long-Term Incentive Plan ('LTIP') awards will, subject to pro-rating for time and to satisfaction of the applicable performance targets, vest on their normal vesting dates. The post-vest holding period relating to Simon's LTIP awards, will continue to apply as per the LTIP rules.

Full details of Simon's departure terms will be disclosed on the Company's website in due course in compliance with Section 430(2B) of the Companies Act 2006 and in the Directors' Remuneration Report within the Company's 2026 Annual Report and Accounts, as appropriate.

### **About Kier Group plc**

Kier is a leading UK infrastructure services, construction and property group. We provide specialist design and build capabilities and the knowledge, skills and intellectual capital of our people to ensure we are able to project manage and integrate all aspects of a project.